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FORWARD

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NOTES FROM THE PRESIDENT

by George Yatchisin

Having been local contact person for about half a year now has taught me to respect people I never thought I would, the Susan Powters and Robert Schuylers of the world. All those folks who can get other folks to do something—truly, it leaves me in awe. Because no matter how I try, I don't seem to have motivational speaking in me.

In my last column I challenged our members to recruit one other member each. Few seemed to rise to this challenge, based on the small bump in our local numbers. Now, maybe I kid myself that anyone even reads this newsletter, and if anyone does, she would care about what I had to say.

Or I could be flat-out wrong. Recently I had a moment like the one Spalding Gray relates in "Swimming to Cambodia" when he stops to

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STATE COUNCIL TO DISCUSS 4% PROPOSAL

By Pamela Inglesby

At our March 6th statewide Council meeting, the union will decide whether to publicly support the 4% admissions proposal the Board of Regents will vote on later in March, or whether to request more far-reaching admissions reform.

The 4% proposal, which was developed by a committee of the University's statewide faculty assembly, would require UC to admit any student who graduates in the top 4% of his or her high school class as long as the student has taken UC's required preparatory courses. These students would enter the admissions pool along with students admitted through the current procedures, and none of the kinds of students currently admitted would be "displaced."

The proposal is supported not only by UC's Senate faculty but also by Governor Davis and state legislators Antonio Villaraigosa and Teresa Hughes, all of whom argued passionately at a recent Regents meeting that the plan would provide much-needed educational opportunity to talented students in both inner-city and rural school districts. Supporters also believe the plan will encourage these school districts to offer a better college preparatory curriculum.

However, some supporters of admissions reform advocate the higher figure of 6%, as studies show admitting the top 4% of each public high school's graduates will have a relatively minimal effect on the admissions pool as most of them are already UC eligible.

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STRIVING FOR EXCELLENCE AND DIVERSITY FROM THE LIBRARIAN'S CORNER

Some librarians have complained that UC-AFT has not done anything for them. Is this possible? Let's look at the facts. First, several librarians, including UC-AFT members and I, proposed with other Senate academics and lecturers in the UCSB Senate Faculty Legislature to Place Librarians and Lecturers on several significant Senate Committees. Those committees included Academic Freedom; Affirmative Action; Computing, Information Technology, & Telecommunications Policy; Effective Teaching and Instructional Support; and Library. This radical opportunity permits non-Senate academics to participate in governance and contribute to instructional planning. Even though LAUC-SB members may have supported this initiative, we librarians could NOT vote in the Legislature and were completely reliant on our UC-AFT and Senate colleagues to approve this initiative. THANKS to our UC-AFT colleagues and other legislators for their Vision to adopt and realize this initiative and bylaws revision in 1990.

Second, the Librarians Memorandum Of Understanding, MOU, provides several features to enhance our excellence and diversity. Librarians are eligible to request from the University Librarian research and study Leave of Absence, which is similar to sabbaticals Senate members may take. Although these paid leaves for librarians usually may be for shorter lengths, such as one or two months only, librarians should see this feature as an opportunity as academics for research and renewal, especially since many librarians may be working over 58 hours a week to achieve excellence; see Article XVIII, Leaves of Absence, C. 5, Other Leaves with Pay, page 17, MOU.

Third, Librarians are permitted Funds for Research and Professional Development/Travel to present papers at conferences and to Serve on National and State Association Committees. In the past during hard times and before the MOU, travel funds were NOT available, and librarians serving on association committees were left with a difficult choice of paying for all travel expenses from personal funds or resigning from leadership positions in associations.

Fourth, librarians are permitted to conduct meet and discuss meetings with the administration to discuss issues and concerns that serve as obstacles to librarians attempting to achieve excellence and diversity as academics; see Article IX, UFL Rights, Section A, meetings, MOU.

In addition, service in the UC-AFT executive board and on committees enables librarians and lecturers to work with Senate and other academics to achieve excellence and diversity. Since the most recent bargaining session for the librarians has concluded, a revised MOU will be distributed to librarians in the next several weeks. **Please contact me if you have not yet received your revised MOU.** As one UC-AFT librarian colleague mentioned to me, WE (not THEY) are the union. And, WE as team members can work to help assure due process for all librarians, help inform when there are violations of academic rights or due process, encourage our members and colleagues to speak out on MOU articles proposed revisions, and articulate concerns about proposed revised affirmative action/non discrimination policies. THANKS to our members for our sacrifices and participation. As a new day dawns, we need to work together to achieve excellence in our academic service and try to reach our diversity goals.

In Unity, Sally Willson Weimer

NEW DISTINGUISHED TEACHING AWARD FOR NON-SENATE FACULTY

by M.L. Williams

In January, the Senate Committee on Effective Teaching and Instructional Support (CETIS) voted to award non-senate faculty a \$1000 award to recognize outstanding teaching at UCSB. **The deadline for nominations is Friday, March 5, 1999**, and if you have any questions, contact Maria Boschee at x2972 or maria@id.ucsb.edu.

Formerly, non-senate faculty and senate faculty were equally eligible for the DTA, but non-senate faculty were denied eligibility several years ago. Discussion during the open meeting included putting senate and non-senate faculty up for the same award, just as before, until one senate member quipped, "No, they'd win it every time."

Our local AFT affiliate has actively sought to recognize all undergraduate instruction, and has lobbied CETIS for reconsideration. In addition, our local UC-AFT established its own teaching award the last two years, recognizing Devora Sprecher and Larry McClellan in 1998 and 1999.

Don't Sit on it!

If you have a problem, call your local union officers promptly to discuss it. If the problem isn't grievable under the MOU, you have at least clarified your rights. If the problem is grievable, you are under no obligation to proceed. **But if the union doesn't know of your problem within 45 days of its occurrence, there is nothing it can do, regardless of the seriousness of the offense.** Under the MOU, grievances must be filed withing that time limit. So don't sit and wonder whether to do something about it—call!!

YOUR VOICES IN FACULTY SENATE COMMITTEES:

UNIT 17 AND 18 REPRESENTATIVES

Academic Freedom:

S. Neufeldt, Lecturer
C. Huber, Librarian

Affirmative Action

M. Driscoll, Lecturer
S. Willson Weimer, Librarian

Computing, Information Technology & Telecommunications Policy,

M. Sorapure, Lecturer
B. Ryan, Librarian

CEPAP

L. Behrens, Lecturer

Effective Teaching & Instructional Support

S. Neufeldt, Lecturer
J. Martorana, Librarian

General Education

N. Tingle, Lecturer

Faculty Legislature (Non-voting)

<u>Librarians:</u>	<u>Lecturers:</u>
B. Ceizler Silver,	P. Inglesby
W. Dai	N. Tingle
S. DeDecker	
S. Edgerton	
L. Lueck	
S. Willson Weimer	

Know who your contacts are.

Questions? Find the MOU for non-senate faculty at <http://www.ucop.edu/humres/contracts/nsi/> and for librarians at <http://www.ucop.edu/humres/contracts/lib/>. Find union pages, along with useful links, at <http://www.cft.org> and <http://www.aft.org>. Surf's up!

PERB DENIES UC REQUEST FOR REVIEW OF TA RULING

by M. L. Williams

California's Public Employment Relations Board unanimously denied the University of California's request for a judicial review of their decision to recognize UCLA Teaching Assistants' right to organize as employees. The ruling closes the door on the University's attempts to thwart UCLA's Academic Student Employees' (ASE's) affiliation with the United Auto Workers. PERB has scheduled elections on March 9, 10, and 11th at UCLA.

The ruling will also set a precedent for all UC campuses, since TA duties are the same throughout the system. In addition, PERB noted that a large majority of the 9000 ASE's in the UC system carry UAW union cards.

Though the ruling virtually guarantees UCLA TA's the right to organize, locals at each campus will have to organize and conduct fair elections in order for unionization to progress. UCSD is most likely the next campus to challenge UC's continued intransigence to recognize the right of student employees to organize, according to an active UCSB TA.

Larry McClellan Wins Second Annual UC-AFT Teaching Award

They've done it again. This year's UC-AFT Teaching award was again won by a German, Slavic, and Semitic Languages instructor. Larry McClellan followed up on Devora Sprecher's award last year. Congratulations to Larry for his distinguished instruction, and to the department for its continued success.

YEAR-LONG LIBRARY PRIVILEGE RESTORED TO LECTURERS

Tired of hauling those books back to the library every quarter? Now you don't have to. In a significant victory for lecturers and librarians, the library administration has expedited the Academic Senate's recommendation to restore annual borrowing privileges. However, the change is not automatic. Go to the library circulation desk so they can put you on their list of annual borrowers.

Lecturers and Librarians: Join Your Union Now

Join now to receive the fullest possible benefits from your union. Participate actively, and you can make a difference. Contact anyone on the back page to find out about membership or active participation at our board meetings.

Notes *(Continued from page 1)*

wonder if that insane guy in the missile silo maybe is not so crazy. Maybe left is wrong, and maybe both might and right are right.

Perhaps the University isn't such a bad employer. I have a job, after all, and I should be grateful, and willing to do how much and whatever work the UC tells me for whatever money the UC is kind enough to pay. If they ask me to pay ever-increasing amounts for parking my car just to get to my job, it's my fault I don't bike to work with the materials to teach three classes and books and 75 papers strapped to my back. (And no, I never heard of Pullman.) If they tell me to dress a certain way, heck, other fine employers like McDonald's do that, so what do I know? (OK, UC-AFT hasn't had this one to worry about, but ask our brothers and sisters in the Coalition of University Employees [CUE] about how their bargaining is going.) If they make me agree to a contract with a No Strike clause so draconian I cannot even support other unions strikes by refusing to cross their picket line, I shouldn't feel myself a scab or lament that my First Amendment rights stop at UC-campus borders.

If I'm a librarian and more and more collection areas get assigned to me, that just means they think I'm a terrific employee who can handle it. If I'm a senate faulty member who supports Affirmative Action, I really don't know enough about how to run higher ed, certainly not as much as the political croney system embodied by the Regents. If they tell me that to get a merit raise I must deliver papers at conferences, and then proudly explain that raise will almost even be enough to cover the costs for travel, hotels, and registration fees, I should be happy my job helps me see the world. If they tell me my meager contract says they have to fire all lecturers in their sixth year (as Berkeley's education department has done and is doing), I guess I'm just not clever enough to read that highfalutin legalese. If they ask me to publish, teach nine courses, and perish, heck, maybe I am only fit to die.

The question becomes, What kind of employer do you work for? If you feel akin to the guy

in the missile silo, just stay buried doing your job and wait for the end of the world.

Or maybe you want to join UC-AFT, and by that I mean more than paying your dues money. We need your time, which you have none of. But if you can spare some for us, winning the fight might mean you will have more time in the long run. And despite the UC's attempt to think of us all as temporary employees, you are in it for the long haul, aren't you? Assert your permanence with us. ♦

4% Solution *(Continued from page 1)*

UC-AFT member Dick Flacks, Sociology professor at UCSB, was one of the early developers of the admissions reform proposal. His plan advocated the 6% figure, though, and while he supports the 4% proposal before the Regents, he encourages us to request stronger reform.

At our Council meeting, delegates will draft a resolution to be submitted to the California Federation of Teachers for its March convention. The resolution will also be publicized to the Regents and the general public. Union members should communicate their opinions on this issue to local President George Yatchisin (tinpress@mindspring.com). ♦

AFT HIGHER ED CONFERENCE COMING TO SAN DIEGO

The American Federation of Teachers will hold its annual higher education issues conference in San Diego, April 9th-11th. Workshops will be offered on non-tenure track faculty, health and retirement benefits, distance education, and a variety of other topics. Speakers include Christopher Edley Jr. of Harvard University, author of *Not All Black and White: Affirmative Action and American Values*. For information about registration, contact UCSB local President George Yatchisin or visit the AFT's web site at www.aft.org. The local may be able to subsidize the \$75 registration fee for union members.

—by Pam Inglesby ♦

Executive Board 1998-1999

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